

12

Newark, New Jersey, September 9, 1965

A meeting of the Municipal Council Committee to study the Anti-Poverty Program was held on the above date in the Council Chamber, City Hall, Newark, New Jersey, at 8:00 P. M.

The audience arose for the National Anthem.

The prayer was offered by Monsignor Joseph A. Dooling, Pastor of Saint Francis Xavier Roman Catholic Church.

Chairman Addonizio: This meeting of the Study Committee studying the Anti-Poverty Program in the City of Newark is now in session. I want to introduce those present on the rostrum. On my extreme right is Art Love, Aid to Councilman Irvine I. Turner, next is South Ward Councilman Lee Bernstein, to my immediate right is David Breitkopf, acting as one of our legal aides, to my immediate left is Mr. Jack Egan, acting as a legal aide, immediately to his left is Mr. Jack Hicks, President of the Councilman Irvine I. Turner Civic Association and to my extreme left is Gayton Rotunda, our Staff Analyst, also present was Sergeant Edward Kerr, Sergeant-at-Arms.

The basis of this inquiry by the Council Committee to Study the Anti-Poverty Program is primarily informational. It has been decided to provide in depth a factual study of the Anti-Poverty Program in Newark. We intend to examine the economic soundness of the Anti-Poverty Program, its power structure and its implementation. We wish to determine whether the Anti-Poverty Program in Newark truly reflects the character and philosophy as expressed and implied in the Federal Law and its provisions to all the citizens of Newark. We are undertaking this study because we recognize the responsibility to the community at large and because of certain facts that have been brought to our attention that demand immediate action. The philosophy of the Anti-Poverty Program simply stated is to help the poor help themselves by providing the poor with the skills, the guidance and the inspiration to do so. The Anti-Poverty Program was designed to help individual communities alleviate its problems and not the problems of other communities.

We have this power in our school systems, in our social agencies, in our business offices and even in our Newark streets. These Newark people we know are only waiting for the opportunity to express their individual potential. Why we seek outside the community is something that has baffled us for it defeats the essential purpose of the Anti-Poverty Program. For these and other reasons to become apparent, we consider it our solemn duty to discover the means of control and to inspect these controls

September 9, 1965

whereby the hopes and promises inherent in the Anti-Poverty Program will become a reality to the City of Newark.

This is one of several hearings to be conducted by this committee. The primary purpose as was mentioned earlier is informational, so that this committee can report back to the entire City Council its findings.

This committee is vested with full authority and has subpoena powers. We have invited persons that are vitally interested in the Anti-Poverty Program to give us the benefit of their thinking and factual information concerning the United Community Corporation and its administration of the Anti-Poverty Program in the City of Newark.

We are fortunate that the committee has received the complete cooperation of all those invited.

In order to facilitate this hearing in an orderly manner, the committee has decided that if any of the witnesses desires to make an oral statement, we will certainly afford them the opportunity, however we feel that there must be a time limit for any and all statements at this hearing, therefore, if the statements are longer than three minutes that they should be submitted in writing, so that they will become part of the record of this hearing.

The Council Committee reserves the right to recall any of the witnesses at a later date and for this reason this hearing is being recorded on indestructible tape. The committee has directed Mr. Breitkopf to conduct this phase of the hearing.

Now our first witness is to be Monsignor Dooling, however it is my understanding that Dean C. Willard Heckel has a statement to make and if so, the committee will be delighted to hear from you Dean.

Dean Heckel: Chairman Addonizio, I would ask the indulgence of the committee to allow me more than three minutes.

Chairman Addonizio: Certainly.

Dean Heckel: This is a lot to be investigated. I can read very rapidly and it won't take more than ten minutes at the most.

Chairman Addonizio: Dean, at the completion of your speech may we have a copy of your speech?

Dean Heckel: You certainly may.

September 9, 1965

Dean Heckel read a prepared statement into the record, a copy of which is attached hereto and made a part hereof.

Chairman Addomizio: Thank you Dean Heckel. The Council Committee will certainly study your report and prepare a formal statement of your report for our next hearing.

Would you take over this area of the discussion, Dave.

MR. BRETTKOPF:

I would like to call Monsignor Dooling as the first witness please. Monsignor, for the record would you tell us where you reside at?

MONSIGNOR DOOLING:

I am the pastor of Saint Francis Xavier Church, residing at 243 Abington Avenue in the City of Newark.

MR. BRETTKOPF:

And what job do you hold with the Church?

MONSIGNOR DOOLING:

I am the Pastor of the Church.

MR. BRETTKOPF:

What is your relationship to the United Community Corporation?

MONSIGNOR DOOLING:

I am one of the Vice-Presidents of the United Community Corporation.

MR. BRETTKOPF:

Are you also one of the original incorporators?

MONSIGNOR DOOLING:

Yes, I am one of the original incorporators.

MR. BRETTKOPF:

Are you acquainted with the Executive Director of the Program?

MONSIGNOR DOOLING:

Yes, I am.

MR. BRETTKOPF:

How did you first become acquainted with him?

MONSIGNOR DOOLING:

Well, I first became acquainted at one of the general meetings of the board at which the personnel committee made a report of the large number of applicants for the job and at that meeting the vita or the history of Mr. Tyson was read together with maybe three or four others, if my memory serves me.

MR. BRETTKOPF:

Do you recall approximately how many original applicants there were for this

September 9, 1965

job?

MONSIGNOR DOOLING:

I am depending on my memory now, but I have a recollection that something like 75 people made application for the job.

MR. BREITKOPF:

And who was responsible for the actual hiring of the Executive Director?

MONSIGNOR DOOLING:

The Personnel Committee made the recommendation and it was accepted and voted upon at that particular meeting. I don't remember the date, but the Personnel Committee made the recommendation and it was the same condition I believe, with reference to Mr. Tyson's coming, depending on the filing of the application to the Federal Government for the United Community Corporation. I think however that Mr. Tyson was to begin work on the first of January, 1965.

MR. BREITKOPF:

Do you recall who drafted the By-laws and the Certificate of Incorporation?

MONSIGNOR DOOLING:

It was a commission set up by the General Board or the Executive Board to write By-laws and the Constitution. I would hesitate to say who it was but I think it is a matter of record.

MR. BREITKOPF:

Yes. Do you know whether there any changes made in the original By-laws?

MONSIGNOR DOOLING:

There were amendments made, voted upon and passed by the General Board. I believe at the May meeting. The first general meeting or the annual meeting, I think, some of these amendments were presented and passed.

MR. BREITKOPF:

Under these By-laws, with whom would you say the control of the operation of the Corporation resided?

MONSIGNOR DOOLING:

I would say that the control was in the hands of the General Board, the Board of Trustees.

MR. BREITKOPF:

Would you say that the Board of Trustees has exercised this power since the inception of the Corporation?

MONSIGNOR DOOLING:

I think so.

September 9, 1965

MR. BRECHTSCHEFF:

What is the make-up of this Board of Trustees?

MORRISON DOOLING:

The Board of Trustees and I am depending again on memory, but it seems to me that there are about 50 members of the Board of Trustees. They are, they come from various areas of the City, various levels of the City. They also are taken from certain areas of every day life. They are not strictly representatives of the Program.

MR. BRECHTSCHEFF:

Has this Board of Trustees delegated its powers to any committee within its own board or to anyone else besides the committee representatives?

MORRISON DOOLING:

Well, I would presume in the natural course of business, there would be a certain amount of delegation.

MR. BRECHTSCHEFF:

Is it true that there is an Executive Board made up of this Board of Trustees?

MORRISON DOOLING:

There is an Executive Board composed of the President, and if I am correct, of the 5 Vice Presidents, a Treasurer and a few Assistant Treasurers, Personnel Committee members, of the standing committees, representatives too, of the Welfare Department. I believe too, that there is a Municipal Government representative, I think all together, about 14.

MR. BRECHTSCHEFF:

14 members and they are all members of the Board of Trustees?

MORRISON DOOLING:

They are all members of the Board of Trustees.

MR. BRECHTSCHEFF:

How frequently does the Executive Board meet?

MORRISON DOOLING:

The executive Board meets every week.

MR. BRECHTSCHEFF:

And the Board of Trustees, how often do they meet?

MORRISON DOOLING:

The Board of Trustees meet, I don't know if we have stated dates, but I think we have a meeting not monthly but perhaps bi-monthly.

September 9, 1965

MR. BREUTHEROFF:

And between the meeting of the General Executive Board, the General Board of Trustees, does the Executive Board make policy making decisions, or who makes these policy making decisions?

MONSIGNOR DOOLING:

Well, the Executive Board determines what should be; I believe that if there is something of an emergency nature, the emergency board can make a decision.

MR. BREUTHEROFF:

The planning of new programs, who would handle the initiation of any programs?

MONSIGNOR DOOLING:

Well, new programs can originate in many ways. They can originate from agencies. They can originate from the Municipality itself. They can originate from the area boards. They can originate from the social agencies. They can originate from well, let's say the United Community Fund, although I have no recollection of them actually creating a program, but I do know they have benefited by way of giving advice and support.

CHAIRMAN ADDONIZIO:

Requested Mr. Kingsland to open the balcony doors as there was an excessively large number of people present so they could be seated.

MR. BREUTHEROFF:

Have you finished the answer Monsignor?

MONSIGNOR DOOLING:

I am sorry I didn't finish the answer because you asked me how they originated and how they are reviewed, is that correct?

MR. BREUTHEROFF:

Yes.

MONSIGNOR DOOLING:

Well, as the project has been prepared and is presented to a task force composed of members of the board we, well the board, I shouldn't say members of the board, members of the Cognacation, they then go about to see if the project is a good project. They audit the people in the areas where the projects will be administered, where the people get the benefit of the program after they present their decision to the chairman of the particular board. If it is an educational program the task force would present their findings to the chairman of the educational

September 9, 1965

board. Then it is presented to the Executive Director and he, I believe, in turn presents it to the Executive Board. The Executive Board then presents it for the General Board.

MR. BREKETZKOFF:

From the time it gets from the task force to the Executive Director, what method does it take in reaching the Executive Director? Is it presented to the Board of Directors first?

MUNISIGOR DOOLING:

It is presented at a general meeting.

MR. BREKETZKOFF:

Would any program originate from the Board of Directors or would it have to go to the Executive Director for approval?

MUNISIGOR DOOLING:

Any program to be funded through United Community Corporation would have to be approved by the Executive Director.

MR. BREKETZKOFF:

So that in the final analysis it is the Executive Director who has the last decision or the final decision in deciding what program is to take of the United Community Corporation Program?

MUNISIGOR DOOLING:

I wouldn't say final because he has the decision I believe, as to whether or not he feels, in his judgment, that the program is good for the City, then he presents it to the General Board.

MR. BREKETZKOFF:

If he felt that a program was not, in his judgment, good for the City would the Board of Directors hear about it or would it be passed by?

MUNISIGOR DOOLING:

I would say that I don't recall that we have had any projects that have been presented and turned down, they might have been delayed but I have no recollection of the Executive Director turning down any project because I think they then have become knowledge to the board.

MR. BREKETZKOFF:

Would he have the authority if he felt that a program wasn't something he personally thought was good for the City of Newark not to bring it to the board?

September 9, 1965

MORRISON DOOLING:

Oh, I think so. He is the Executive Director.

MR. BREITKOPF:

How frequently does the Executive Director meet with the Board of Directors?

MORRISON DOOLING:

The Executive Director meets with the Executive Board at every meeting.

MR. BREITKOPF:

How frequently do all the boards meet together, the Executive Board, the Board of Trustees and the Executive Director? In other words, when there is a meeting of the Board of Trustees, would the Executive Board be there also, together with the Executive Director?

MORRISON DOOLING:

Oh yes.

MR. BREITKOPF:

With regard to the hiring of executive personnel, does the Board of Trustees vote on such hiring, the Executive Board?

MORRISON DOOLING:

My recollection is that the arrangement was made that the Director would have the right and authority to employ on the executive level once the people were presented and approved by the Personnel Committee.

MR. BREITKOPF:

Now, the decision on who should be hired, where does the ultimate right lie? Does it lie with the Executive Director?

MORRISON DOOLING:

The Personnel Committee Chairman makes his report and recommendation to the Executive Director.

MR. BREITKOPF:

The Executive Director then, is in a position to say yes or no on hiring the personnel at his own discretion?

MORRISON DOOLING:

That is right.

MR. BREITKOPF:

With regard to some of the executive positions that were filled in the United Community Corporation, you as a member of the Executive Board were you consulted with regard to the hiring, let's say, of the Assistant Director prior to his being hired?

MORRISON DOOLING:

We were notified that they were hiring him by the Executive Director.

September 9, 1965

CHAIRMAN ADDONIZIO:

Monsignor would you elaborate. Now, when the Executive Director, I believe his name is Donald Wendell, was hired by the United Community Corporation, didn't the Executive Board, did he, was he in fact by the Executive Board passed on and voted for the job or was he hired by the Director, Mr. Tyson?

MONSIGNOR DOOLING:

I believe he was hired by the Director Mr. Tyson and I believe this was the arrangement made by the Corporation with Mr. Tyson. In other words, Mr. Tyson did not usurp power to himself that had not been given to him by the United Community Corporation.

MR. BLAINE:

Monsignor, there is a Personnel Committee of the Executive Board?

MONSIGNOR DOOLING:

That's right.

MR. EGAN:

As was stated, does this Personnel Committee screen applicants?

MONSIGNOR DOOLING:

That is correct.

MR. EGAN:

And after the screening, they give the average of approved applicants to the Executive Director for his final selection, is that the procedure?

MONSIGNOR DOOLING:

All the Chairman of the Personnel Committee does is to make known to the Executive Director their findings and make the recommendation.

MR. BLAINE:

And the Executive Director selects the final staff member.

MONSIGNOR DOOLING:

It would be within his jurisdiction to accept or not.

MR. BLAINE:

He may reject?

MONSIGNOR DOOLING:

Correct.

MR. BLAINE:

He has the right then to overrule the Personnel Committee?

MONSIGNOR DOOLING:

Because this is the arrangement made with the United Community Corporation that the Executive Director that he has the right to hire or not on the Executive

September 9, 1955

level.

MR. EGAN:

When you say arrangement, would you elaborate please.

MONSIGNOR DOOLING:

That was incorporated in his contract. I may be wrong now.

MR. EGAN:

He has a written contract?

MONSIGNOR DOOLING:

Oh, I am sure that he has.

MR. EGAN:

May I suggest to the Chairman that the written contract be made available.

CHAIRMAN ARDONTEO:

Would you make a note of that Dayton.

MR. EGAN:

Is that in the By-Laws of the Corporation, do you recall?

MONSIGNOR DOOLING:

I am inclined to think yes. If it isn't in the original By-Laws it was under the arrangement but it was definitely included in an amendment to the By-Laws during the month of July.

MR. EGAN:

Who is the chairman of the Personnel Committee, do you recall, if you don't we can get that.

MONSEIGNOR DOOLING:

I don't recall his name.

COUNCILMAN BERNSTEIN:

How often does the personnel committee meet?

MONSIGNOR DOOLING:

I don't know. They arrange their own meetings according to the requirements of their office.

COUNCILMAN BERNSTEIN:

Mr. Chairman, I would like that information requested, how often the Personnel Committee meets. How many members constitute the Personnel Committee and the attendance record of the Personnel Committee members at the meetings.

MR. BREKHTONE:

In the original inception of this Corporation, when you became an incorporator and were aware of the original By-Laws, was it your understanding that the Executive Board or the Board of Trustees in general would have the power to handle

September 9, 1965

the hiring of executive personnel? The original I mean.

MONSIGNOR DOOLING:

I recall very distinctly that that was the arrangement made whether that is in the original By-laws I don't know, but I think it is a part of Mr. Tyson's contract that he has a right to hire on the executive level. Now again, I haven't seen the contract, but this is my recollection.

MR. BREITKOPF:

Were there any conditions made with, did Mr. Tyson make any conditions when he entered into the contract with the United Community Corporation, with regard to his ability to hire executive personnel, if you recall?

MONSIGNOR DOOLING:

I don't recall that but I would suspect that if he didn't he should have because he is the one that is running the full program.

MR. BREITKOPF:

Was it your intention as a member of the Board of Directors of a Corporation that the Board of Directors was <sup>be</sup> to/servient to the Executive Director or were they to have the power to run the program? When you originally entered into.....

MONSIGNOR DOOLING:

When you say the program, you mean the full United Community Corporation Program?

MR. BREITKOPF:

The program and the operation of the corporation.

MONSIGNOR DOOLING:

You mean that the Executive Director would pre-empt the authority and the jurisdiction of the Board?

MR. BREITKOPF:

Yes.

MONSIGNOR DOOLING:

I would think that wasn't so. You must remember too, that there was a great enthusiastic haste to get this corporation into action and therefore there would be I would think a complete agreement on the conditions that were set forth on the hiring of the personnel of the executive level.

MR. BREITKOPF:

Monsignor, I have some documents that have been issued by the United Community Corporation. I wonder if you could identify them for the record. I show you first a copy of the Certificate of Incorporation, would you identify this document for me?

September 9, 1965

MURKINOR DOOLING:

I am inclined to believe there must be another one.

MR. BREITHOFF:

If you look at the last page, you will see some signatures and your signature is one of those incorporators?

MURKINOR DOOLING:

That's right.

MR. BREITHOFF:

Rather than go through this several times, I will do it all at once and refer to each document.

You should have 5 documents in front of you. One, we just identified as the Certificate of Incorporation for the United Community Corporation. There is also a United Community Corporation Procedural Guide Line for United Community Corporation Task Force and there is a large schedule showing the breakdown of the United Community Corporation. There is a set of amended By-Laws.

MURKINOR DOOLING:

This is a complete breakdown of all the titles on those.

MR. BREITHOFF:

The titles of the programs.

MURKINOR DOOLING:

That's right, those that were funded to and created by the board.

MR. BREITHOFF:

You have seen this before and you recognize this?

MURKINOR DOOLING:

Yes.

MR. BREITHOFF:

Would you identify the Handbook, that is the Employees' Handbook issued by the United Community Corporation. Is this the handbook that they use? Do you recognize it as the By-Laws?

MURKINOR DOOLING:

..... Yes.

MR. BREITHOFF:

There are no signatures on this, but do you recognize this as the one that was passed by the Board?

MURKINOR DOOLING:

Yes, I do.

September 9, 1965

MR. BREKKEOFF:

Now, I would like to ask you some questions if I may with regard to these documents.

On the Certificate of Incorporation next to the last page before the signatures, in Paragraph 7 of the said Certificate of Incorporation, there are set forth certain powers for the Board of Directors and in those powers Number 4 indicates that they shall choose such officers, commissioners and as well as the business of the corporation may require.

MONTGOMERY DOOLING:

Yes sir.

MR. BREKKEOFF:

Now, with regard to that power which was given to the original Board of Directors, when was that transferred to the Executive Director of the Program? That power to hire.

MONTGOMERY DOOLING:

I think this arrangement was made in the very beginning. I may be wrong, but it seems to me that it is part of this contract.

MR. BREKKEOFF:

In other words the contract when he was hired to work for the United Community Corporation, a contract was drafted which gave him certain powers which wasn't included in this document?

MONTGOMERY DOOLING:

I don't know if I can answer that all, but I do know that there was an agreement of the Board to give the Executive Director the right to hire on the executive level. Now, that was covered definitely in an amendment to the By-laws I believe in July.

MR. BREKKEOFF:

Well, I don't have a set of amendments in July. I have the amendments on May 27, 1965. Mr. Tyson was hired in the later part of 1964.

MONTGOMERY DOOLING:

That's right.

MR. BREKKEOFF:

So that he was hired sometime prior to any amendments being made in the By-laws.

I refer you to the United Community Handbook on Page 4 of the Handbook, under employment, it indicates that under "B" of that section, under Executive Positions, candidates for executive positions will be interviewed and screened by a

September 9, 1965

Personnel Committee and referred to the Executive Director who will make the final selection so that it is true that the Executive Director makes this selection but it appears that there isn't a contract or in the By-Laws but in a handbook issued by the United Community Corporation.

MONSIGNOR DOOLING:

But there was an amendment presented and passed at a meeting. It must be July 15, which gave this power to the Executive Director.

MR. BRETHWELL:

Do you know when some of the executives were hired? The Assistant Administrator was hired as soon as the program was started. I think it was before July.

MONSIGNOR DOOLING:

Oh, yes.

MR. BRETHWELL:

Nonetheless, during the operation of the United Community Corporation, an office was set up by the Executive Director. Do you know how the equipment and the furniture was obtained by the Executive Director?

MONSIGNOR DOOLING:

I believe he accepted bids and I have a recollection that that was presented as procedure at one of the Executive Board meetings that a certain number of bids be accepted. I don't recall the number, two or three bids.

MR. BRETHWELL:

Did you ever see the bids that were made for the purchase of this as a member of the Executive Board?

MONSIGNOR DOOLING:

I don't think so.

MR. BRETHWELL:

Do you know whether you have ever seen or heard of any bids being made on anything that was purchased by the United Community Corporation?

MONSIGNOR DOOLING:

I recall Mr. Tyson making a report on that in conjunction with other reports that he made to the Executive Board.

MR. BRETHWELL:

And are you familiar with what companies made these bids?

MONSIGNOR DOOLING:

I would have to depend on my memory. I do remember that he mentioned one or

September 9, 1965

two names. I couldn't exactly say.

CHAIRMAN ADDONIZIO:

Because me, Monsignor, was there any discussion with the Executive Board of Trustees concerning the purchase of the elaborate furniture at the center? I have had the opportunity to go to the center, the office of the United Community Corporation and I have noticed all the new furniture. Under the Federal Act this is supposedly a short-term project. Was there any discussion among the Executive Board or the Executive Committee concerning the purchase of all new furniture?

MONSIGNOR DOOLING:

You mean that the Executive Board gave permission to buy new furniture?

CHAIRMAN ADDONIZIO:

Yes.

MONSIGNOR DOOLING:

I think it was kind of usual procedure setting up a new office.

CHAIRMAN ADDONIZIO:

So that the Executive Director had every right to go out and contract the purchase.

MONSIGNOR DOOLING:

This was with the knowledge of the Board.

CHAIRMAN ADDONIZIO:

Thank you..

MR. BOAN:

Is there a sub-committee of the Executive Board, do you recall?

MONSIGNOR DOOLING:

I don't think so.

MR. BOAN:

Would you say that all bids were accepted for public bidding in accordance with the law?

MONSIGNOR DOOLING:

Well, I know it was the expressed wish of the Executive Board that more than one bid and probably three should be received for purchases where there would be an expenditure of substantial money.

MR. BOAN:

Thank you. May I suggest to the Chairman that the Executive Director make available this information and the bids, rather than disclose the names at this time.

September 9, 1965

CHAIRMAN ADDONIZIO:

Fine, Guyton, Please make a note of it.

MR. EGAN:

I have one point, does the Executive Director and this Personnel Committee follow the Office of Economic Opportunity Cap-Guide to employment of staff and salaries?

MONSIGNOR DOOLING:

Yes, they have to follow the guide that is set up in the original submission to the Federal Government, The Office of Economic Opportunity. All of that is contained in the project presented to the Office of Economic Opportunity and they are supposed to follow those guide lines.

MR. EGAN:

This is Mr. Schreiber's Office. I believe he calls it cap-guide.

MONSIGNOR DOOLING:

That is part of the approved, presented program.

MR. EGAN:

And this is followed, to your best knowledge?

MONSIGNOR DOOLING:

As far as I know, yes.

MR. BRETTKOFF:

Would it be fair to say Monsignor, that so far as the actual acceptance of any program, the Executive Director would control the decision as to whether a new program would be submitted to the Board of Directors?

MONSIGNOR DOOLING:

Or, yes, he is the Executive Director of the full program.

MR. BRETTKOFF:

Would it also be fair to say that so far as the executive positions are concerned he would have the final say as to whether the person would be hired?

MONSIGNOR DOOLING:

Yes sir.

MR. BRETTKOFF:

I think at this time, I have completed my questioning of the Monsignor, unless there is anything further from anyone else.

CHAIRMAN ADDONIZIO:

Are there any more questions?

September 9, 1969

COUNCILMAN HENKELER:

Monsignor, to the best of your knowledge, what efforts were made to hire  
benefits Newark residents at the executive employee level?

MONSIGNOR DOOLING:

I think every effort was made. As a matter of fact I was chairman of the  
Policy of Philosophy of the United Community Corporation and this is one of the  
things that was incorporated in the statement that wherever possible people from  
Newark would be employed.

COUNCILMAN HENKELER:

Yet Monsignor, according to this booklet I have here a number of the very  
key jobs, at least what I would determine the key jobs, such as the Associate  
Director, an individual from New Haven, Connecticut was hired and there doesn't seem  
to be any rules which require that the Associate Director to be a college graduate  
or to have a masters or anything like that and I would work under the assumption  
that we have many qualified people in the City of Newark and we have very many  
qualified people in the City of Newark without degrees who have learned through  
the school of hard-luck, and yet according to this information and I don't know  
the individual, he is probably a very fine man, we have to go to New Haven to hire  
him. I believe with the Community Action Director, an individual from Montclair was  
hired. With the Personnel Director an individual from New Providence, New Jersey  
was hired. With the Comptroller, we hired a Newark individual. With the Community  
Action Coordinator, we hired an individual from New York. With the Community Worker  
and Area Board Two, we hired an individual that's presently living in Newark, which  
I don't know how long the individual has lived in Newark, although in 1965, the  
individual was working in Washington, D. C. For a Community Board Worker in Area  
Board One we have hired an individual that is presently living on Park Avenue in Newark,  
but in 1965, from 1946 to 1965 was working in Valley Forge, Pennsylvania, so I would  
say in this particular case, according to this particular information, in this job  
an individual that wasn't living in the City of Newark when he was hired. For another  
Community Worker we hired somebody in Newark and for the Executive Secretary we hired  
a young lady from East Orange, who according to the employment record here, the last  
time that she worked was in September, 1962. What I am driving at here and for the  
Administrative Assistant, we did hire somebody in Newark, but the majority, or the  
great majority of the people on this executive staff were hired from out of town and  
it seems unusual to me that a City with a population in excess of 405,000 people we  
weren't able to hire Newark people to fill these positions. Now, it is my understand-  
ing that the Poverty Program is specifically made to help the poor people and the

September 9, 1968

people that we would like to term not so poor get help and get a break in life and we should be fighting at every level to get minority people to do some of these key jobs and the minority people that live in the City of Newark, since we have a minority population over 50% and the record here indicates that a majority of the personnel of the executive level, the jobs we would certainly love to see to Newark, is not coming to Newark people.

Now, may I ask you if you have any personal comment on my statement?

MONSIEUR DOOLING:

Well, I think there are a number of things to be considered here. I think you must consider first of all, the availability of people who live in this area. Whether they are available. Whether they are willing to give up the type of job they have. Now, many people I am sure they thought that the Poverty Program might be something that would last a year or two, so if they had good positions they would be disinclined to give up that position and the security that they carry and not want a position that might go on for a year or two.

I really think that a conscientious effort was made to follow the philosophy of the United Community Corporation in the hiring of employees, but I think you must also consider the quality of the people that had to be hired for these positions and their availability. In other words, you have to go by supply and demand and the various programs that started at the same time really drained the available people who could be qualified for these positions.

COUNCILMAN BERNSTEIN:

Well, when you talk about programs that started at the same time, do you have any programs in mind?

MONSIEUR DOOLING:

Well, when I say that I mean in the various cities and states. So that you would have a lot of programs in New York and have a lot of programs operating in our own state.

COUNCILMAN BERNSTEIN:

To your knowledge, did any of the Newark people go to New York to work under the Poverty Program or any other state?

MONSIEUR DOOLING:

I don't know

COUNCILMAN BERNSTEIN:

You mentioned here availability. Now certainly there were people outside of Newark that were available and certainly according to the remarks you made here, some of these people seemed to have what you term good jobs. Now, wouldn't they be

September 9, 1965

as reluctant to give up their good jobs in New York and New Haven as the people in Newark would be to give up theirs?

MONSIGNOR DOOLING:

You have to consider the other conditions as to whether or not they were available. Whether they were desirous of seeking a change. Maybe it was a challenge to them. You have to consider many things.

I will say this, that I think a conscientious effort was made to employ within the framework of the philosophy and I think too, that the people who were on the Personnel Committee in the early well, in the early days of the Corporation, but who were on the original committee, were people like Mr. Schuyler, Mr. Kennedy, I think someone from the Welfare Department was on there. They were all very good people. My recollection was, I was very pleased with the kind of people that were on the Personnel Committee in the early stages of the Personnel Committee.

COUNCILMAN PERINSON:

This may be true but we don't have the record before us, how many people attended the personnel meetings and how many people sent proxies because it is my understanding if you couldn't make it, you could send a proxy or someone to vote for you. Is that correct?

MONSIGNOR DOOLING:

Usually that can be, that a member of a committee can send a proxy. Now, whether that holds true in the standing committees, I don't know.

CHAIRMAN ADDONIZIO:

Monsignor, to your knowledge what media was used to advertise on the executive level for the United Community Corporation? How did Mr. Wundall and others that are presently employed become aware there were positions open in the City of Newark?

MONSIGNOR DOOLING:

I don't know, I really don't.

CHAIRMAN ADDONIZIO:

What was the thinking, as you know, of the Executive Board in giving the Executive Director the power to hire? I would think that if I were a director I would like to screen applicants for positions that would be subordinate to me and have to carry out policies that I would set. I wonder what motivated the Executive Board?

September 9, 1965

MONSIGNOR DOOLING:

I would think that this was the mind of the Executive Director. This was in the framework of his accepting the position.

CHAIRMAN ARDONICKO:

In other words, there was a condition of his appointment with the United Community Corporation.

MONSIGNOR DOOLING:

I believe so.

CHAIRMAN ARDONICKO:

Are there any other questions? No other questions, thank you very, very much for your patience.

MONSIGNOR DOOLING:

Well, it is a pleasure to have the opportunity to appear before the Board to answer some of these questions.

CHAIRMAN ARDONICKO:

Are there any areas in which you think the present structure of the United Community Corporation could be strengthened at this point?

MONSIGNOR DOOLING:

I think so and it can be in the amendments to the By-laws, plus this point. I think this is a corporation that requires everyone to work very seriously and enthusiastically, for the ultimate purpose of reaching out to the poor. This is an entirely new approach to reach out to the poor and to get the poor involved in the program and while there is difference of opinion as to what constitutes the percentage of poor and those that might be in the higher level, we have to keep this in mind at the same time, that this program under the C. M. C. must be made to work and the best way for this program to work, from experience, is through a community corporation such as we have and I think that at the present time By-laws Committees are meeting to build into the structure of the United Community Corporation many new things that have already been mentioned in the newspapers but there are other things that are now under consideration by the By-laws Committee to strengthen the Corporation. I think this is something that must be in the minds of anyone who is connected in any way whatsoever with the Poverty Program.

CHAIRMAN ARDONICKO:

Thank you very much, Monsignor.

MR. KICKER:

Monsignor, does the United Community Corporation ever discuss politics at the closed meetings?

September 9, 1965

MONSIGNOR DOOLING:

Never.

MR. HICKS:

Thank you.

CHAIRMAN ADOMICK:

Counselor, please proceed with the proceedings.

MR. BRENTKOFF:

I would like to call at this time, Dean Heckel, at this time, please.

CHAIRMAN ADOMICK:

Before you start with Dean Heckel, I would like to make an announcement, so that the record is clear, all those that have been invited and all those that indicated their willingness to participate in this meeting have contacted the committee, so that we can run and we are able to run an orderly meeting. Now, anyone desirous to come before this committee may do so by simply writing me a letter or by notifying the committee, so that we may place your name on the agenda and give you the proper time that you deserve.

MR. BRENTKOFF:

Dean, will you please give your full name for the record.

DEAN HECKEL:

My full name is Willard Heckel.

MR. BRENTKOFF:

Where do you reside?

DEAN HECKEL:

I reside at 375 Mt. Prospect Avenue in Newark.

MR. BRENTKOFF:

And how long have you resided there?

DEAN HECKEL:

14 years.

MR. BRENTKOFF:

What is your relationship with the United Community Corporation?

DEAN HECKEL:

I am the President of the United Community Corporation.

MR. BRENTKOFF:

And also one of the original incorporators?

September 9, 1965

DEAN RECKELI

That's correct.

MR. BRENTWOOD:

I assume you are acquainted with the Executive Director?

DEAN RECKELI

I am acquainted with the Executive Director.

MR. BRENTWOOD:

Do you know the responsibility of the hiring of the Executive Director,  
under whose auspices it was held?

DEAN RECKELI

I do.

MR. BRENTWOOD:

And in what way was that conducted?

DEAN RECKELI

When the decision was made to organize this Community Action Corporation, we had an initial group of incorporators and there was set up a Personnel Committee made up of members of the original group of incorporators and that Personnel Committee was given the challenging job of identifying the proper person to be an Executive Director, and this Personnel Committee was to report to the original incorporators.

MR. BRENTWOOD:

Do you recall the names of the persons on the Personnel Committee?

DEAN RECKELI

I don't recall all of them; it is my recollection that Mr. Francois Grillin was a member. Mrs. Ceil Abrams was a member. Dr. Kennedy was a member. I was a member. I apologize to those whose names I have forgotten.

MR. BRENTWOOD:

On this committee, it was discussed then by the members of this committee who were then members of the Board of Trustees?

DEAN RECKELI

At that time they were called incorporators. This was before. This is the very initial stages. They were the original incorporators of the Corporation.

MR. BRENTWOOD:

Would the incorporators of this type of Corporation, which is a non-profit Corporation, would they also be the trustees of the initial state?

September 9, 1963

DEAN BRECKEL:

They subsequently became the initial members of the Board of Trustees.

MR. BREITKOPF:

Did you, as a member of this committee discuss the salary range for the new Executive Director?

DEAN BRECKEL:

We cut the cloth at his demand. In other words, we didn't set out with a specific salary in mind. We set out with the idea of bringing into this City the very best man we could find in the country and salary consideration didn't seem to be as important as the quality of the man, so it is my recollection Mr. Breitkopf, that before, we didn't set out with a salary first. We set out with the idea of identifying the right man and with the idea we would negotiate with him.

MR. BREITKOPF:

And you did discuss salary then among this committee, made up of the original incorporators?

DEAN BRECKEL:

We didn't discuss salary as I recall it until we identified the man and we discussed the salary with Mr. Tyson.

MR. BREITKOPF:

With him direct?

DEAN BRECKEL:

That's correct.

MR. BREITKOPF:

And the amount of salary, do you recall what that was?

DEAN BRECKEL:

\$63,000.00.

MR. BREITKOPF:

And this was \$6,000.00 over the Federal Government limit?

DEAN BRECKEL:

At that time there was no Federal connection, to my knowledge, at least we weren't aware of any and I don't believe there was any at that time. That figure was subsequently arrived at after we made the arrangement with Mr. Tyson.

MR. BREITKOPF:

Do you know what the Federal level calls for?

September 9, 1965

DEAN HICKEL:

I believe the Federal level calls for somewhere in the neighborhood of \$19,000.00.

MR. BREITKOPF:

It is \$19,000.00

DEAN HICKEL:

May I just point out Mr. Breitkopf that they don't say that it is against the Federal Policy to pay \$23,000.00.

MR. BREITKOPF:

We realize that.

We are here to establish facts that we can use as the basis of a report to the Council Committee and this informational study is being conducted on that basis.

DEAN HICKEL:

Certainly.

MR. BREITKOPF:

Do you know how many candidates were screened for this position?

DEAN HICKEL:

I don't know the total number. I know that I personally participated in screening and interviewing, I would say 6 to 8 persons. I don't know how many in total were considered.

MR. BREITKOPF:

But, there was a large number.

DEAN HICKEL:

There was a large number. I believe Mr. Peter Schuyler, the late Peter Schuyler took the principal responsibility of identifying the candidates, because he was much more knowledgeable, since this is his area, if we were looking for a Law Professor, I might know something about it, but I don't know anything about identifying men of this kind. Mr. Schuyler, in our judgment, did have a great deal of expertise in this and I know he was one of the primary persons in identifying people.

MR. BREITKOPF:

Do you recall how the initial approach was made to these prospective candidates? How they were aware of this position?

September 9, 1965

DEAN BRECKEL:

It is my recollection, again, like Mr. Schuyler, Mr. Quillian and others who were familiar with people and with agencies or organizations that would be able to identify people, I personally didn't have that responsibility and therefore I can't give you any more details on it.

Mrs. BREITSCHEID:

In your statement you have identified the number of meetings for the Board of Trustees and the Executive Board and Monsignor Dooley indicated that there is a weekly meeting for the Executive Board.

DEAN BRECKEL:

Yes, the Executive Committee meets every Wednesday at 4:00 P. M. The Board of Trustees meets every third Thursday evening of the month at 8:00 P. M. These are fixed meetings.

Mrs. BREITSCHEID:

And your board included the Executive Department?

DEAN BRECKEL:

All members of the Executive Committee are always members of the Board.

I might point out that the Executive Committee consists of the President of the Corporation, the 5 Vice Presidents, the Secretary, the Treasurer; we have 2 Assistant Secretaries and 2 Assistant Treasurers and the chairmen of the standing committees. This is provided for in the By-laws.

Mrs. BREITSCHEID:

What are the duties and the responsibilities of the General Board of Trustees?

DEAN BRECKEL:

The duties of the General Board of Trustees are primarily, I would say, they are the policy-making body of the Corporation. In other words, they would be, Mr. Breitscheid, I would draw an analogy here, there seems to be some concern about switching of power, which as a constitutional lawyer I am interested in, too as a municipal lawyer. I would present that the analogy of the United Community Corporation is that it is a Municipal Manager Form of Government, in my opinion. In other words, under the By-laws of this if you are a Municipal Manager Form of Government, the policy making power is in the hands of the elected Council. The actual day-to-day running of the Municipality is in the hands of a Municipal Manager. Now, the Board of Trustees would be analogous of the Council. In other words, it shapes the basic

September 9, 1965

policies of the Corporation.

MR. BRUNSWICK:

With regard to shaping of the basic policy what would you say they have formulated with regard to the management of the United Community Corporation or the operations?

DEAN HECKER:

I think perhaps the most important decisions made in the life of the Corporation have been the decisions involving setting up procedures under which the poor will have some voice in the Corporation. If there is any one thing that I am proud of up to this moment in the life of the Corporation, it has been the involvement of the poor. Now, we have taken and we have spent a great deal of time in the Board of Trustees in setting up the procedures and I believe procedures are important. The procedures for the involvement of the poor and this has been primarily the area of our structure. The structure of setting up the Task Forces which are instrumental in program approval. Now, I would say that the time the Board has spent in this is the time that I would say is best spent of all. Now, of course, no program can go forward unless it is approved by the Board of Trustees and this is an important process.

MR. BRUNSWICK:

Well, the programming I think is very important.

Is it the usual procedure of the United Community Corporation for the Board of Directors or the Executive Board to submit programs to the Executive Director or do the programs get submitted to the Executive Director for his initial approval and then shift down to the Board of Directors?

DEAN HECKER:

Well, I would say shift up, but direction is a matter of wording. Let me outline the procedure here, under the philosophy of the Economic Opportunity Act, the Community Action Corporation can both initiate programs on its own and it can approve programs that come to it from all of its committees, in order to have a coordinated approach to Washington from each City. Now, what time in the United Community Corporation has been spent in passing upon programs that have come to us from different groups in the community. Some programs have come from the City Government itself. Some programs have come from religious organizations. Some programs have come from like the pre-school council program from the community people itself, the Elder Program, the community people itself. It is the function to help these people when they are non-professionals to prepare programs. Right now it is happening in the Senior Citizens area. So that what happens, you are down on the grass roots, programs come to the United Community Corporation. Now they come first

September 9, 1965

to our professional staff, and that of course, is headed by the Executive Director, and that is what our professional staff is for, to give an initial evaluation of a program that comes to the corporation. Then it moves, whether the Executive Director approves it, he does not block it, then moves from him and from the professional through our task force system, which I think I outlined in my original statement that gives community involvement in passing on the program and I might point out that there have been some important changes made to programs because of suggestions from the community through task force action. Then, after its approval of the task force, which is a branch of the program committee of the corporation, then every program comes on to the full board for its consideration and approval before it moves on to Washington. Now, that is the procedure that we follow. It is set forth in a document, I believe you have a copy called "Procedural Guide Lines for all United Community Corporation Task Forces" and the procedures specifically appears, I don't think the pages are numbered. I think it is Page 3 of that document, starting two-thirds down the page.

MR. BREWSTER:

Yes, that's exactly what I am referring to.

Now, it would appear from that document that the Executive Director shall study and make the initial evaluation of the proposal.

DEAN HECKEL:

Right.

MR. BREWSTER:

Now, if his initial evaluation is that the proposal is not something he thinks is not valuable?

DEAN HECKEL:

It would still go on to the task force for its evaluation.

MR. BREWSTER:

Would it come to the Board of Directors?

DEAN HECKEL:

Yes, it would go on through the procedure. In other words, the Executive Director doesn't have a veto power. In other words it is in the discretion of the Board of Professional Staff. They cannot block a program. It must move on with their either favorable or adverse recommendation. That is the professional evaluation. It then goes through the task force to get a community evaluation. Evaluated by the non-professionals.

MR. BREWSTER:

How many members of the Board of Trustees makes a quorum for the holding of a meeting?

September 9, 1965

DEAN HEDDEN:

That, I am sure is in the By-laws.

MR. BREITHOPF:

What I am getting at Dean is the membership of the Board of Trustees at these meetings, is there always a full amount?

DEAN HEDDEN:

You have to get there early to get a seat, Mr. Breithopf.

I might say that I really think one of the things this community can be proud of is the degree of interest and the dedicated concern of many, many people that makes the Corporation possible.

MR. BREITHOPF:

Of course, that's one of the reasons why we're here because we have the same interest that the community does to see that the programs are evaluated properly.

DEAN HEDDEN:

Correct

MR. BREITHOPF:

With regard to the hiring of executive personnel, does the Board of Trustees or the Executive Director have the final word of the hiring?

DEAN HEDDEN:

Under our procedure, with regard to executive persons on our executive staff, the procedure is that the names of all persons who apply for the job or are interested in any way, go through the Personnel Committee of the Corporation. The question was asked earlier who is the Chairman, Mr. Walter Chambers is the Chairman. The late Mr. Schuyler was Vice Chairman and Mr. Kirk who has succeeded to Mr. Schuyler's position on the board is now co-chairman with Mr. Chambers.

Now, the procedure is that the Personnel Committee sends on to the Executive Director two or three persons who, in the opinion of the Personnel Committee, are qualified for the job and then the Executive Director selects one of the names submitted to him by the Personnel Committee in screening by that committee.

COUNCILMAN BREWSTER:

Does the Executive Director after reviewing the three or four names that have been submitted to him, doesn't approve of any, does he have the right to hire on his own or again ask for more.

DEAN HEDDEN:

No sir, he would go back to the Personnel Committee.

September 9, 1955

MR. BREITKOPF:

He would have the right to reject all applications that are submitted to him.

MR. BRECKEL:

He couldn't hire anyone whose name had not been submitted and approved by the Personnel Committee...

MR. BREITKOPF:

But he could reject all applications.

MR. BRECKEL:

He could reject and then he could go back and to my knowledge that has not occurred to the present time

MR. BREITKOPF:

What about the number of executive positions?

MR. BRECKEL:

The number of executive positions the Executive Director has full power of appointment.

MR. BREITKOPF:

How many non-executive positions do you say there are in the United Community Corporation?

MR. BRECKEL:

Well, at the present time, according to my initial statement, I believe we have 30 to 35 full time people. Now, I would not be able to say, Mr. Breitkopf, off hand, I would guess that perhaps and that number may be 8 or 10 were executive in classification. I don't have that figure in my mind.

MR. BREITKOPF:

How many people would the executive encompass in a year from now?

MR. BRECKEL:

I don't have that figure in my mind. I don't want to just guess.

MR. BREITKOPF:

You have in front of you several documents that have been identified by Monsignor Docking. They are stacked to your left. In there is the Certificate of Incorporation. I wonder if you would look at that and if you will inspect the last page you will find your signature, so that you can identify it.

September 9, 1965

MR. BREITKOPF:

Yes, sir.

MR. BREITKOPF:

With regard to this Certificate of Incorporation it would appear that in the next to the last page in the 7th paragraph, that many of these powers and rights that we have been speaking of were exclusively in the Executive Board or the Board of Directors.

MR. BRECKEL:

Which paragraph?

MR. BREITKOPF:

Paragraph 7, which indicates that the management of the property and its affairs and contracts should go through the Board of Directors which is officers, managers and so forth.

MR. BRECKEL:

I don't see that.

MR. BREITKOPF:

Next to the last page, 7th paragraph on the bottom of the page.

MR. BRECKEL:

As in Page 2, Paragraph 7, where it says, the Corporation shall have, pursuant to the statute aforesaid, the following powers?

MR. BRECKEL:

That's right.

MR. BRECKEL:

That has to do with the powers of the Corporation, not the Board of Trustees.

MR. BRECKEL:

Now, the Executive Board was given power to operate these particular phases?

MR. BRECKEL:

I want to point out Mr. Breitzkopf.....

MR. BREITKOPF:

Yes, I realize what you said, that these are the powers of the Corporation.

Now, with whom would these powers reside at the time of . . . .

MR. BRECKEL:

These powers, under our adopted by-laws, with the Board of Trustees. In other words, they are the policy making body, just as the City Council has the powers under 40:48-2 of the Revised Statutes.

MR. BREITKOPF:

Now, with regard to the hiring of the Executive Director, we hear there was

September 9, 1965

a contract entered into, a condition of employment. We don't have a copy of that.

MR. LORBER:

It certainly can be furnished. Certainly you may have a copy of it.

MICHAEL C. O'KEELEY:

It appears to me, that in reading these documents in the By-laws and the amendments to the By-laws and the Certificate of Incorporation that there are some differences between the controls and powers that are in the originating documents and the Handbook and the Procedural Guide Lines and they refer to power of the Board of Trustees with regard to hiring of executive personnel and of other personnel and secondly to the new plans of the programs that the United Community Corporation have in them?

MR. MCNAUL:

May we move through this step by step? It might be helpful.

Under the 7th paragraph of the incorporated charter, you see it gives the power to the Corporation and step-paragraph 5 that the By-laws for the management of its property and the affairs. Now, it is pursuant to that Paragraph 5 of the 7th paragraph, they adopted, that the Board of Trustees, I should say the membership of the Corporation has adopted the By-laws. Now, the By-laws provide for the structure of the power within the Corporation. That isn't controlled by the Certificate of Incorporation, it is controlled by the By-laws and under the By-laws, as I have said a little while ago, the Board of Trustees has the basic decision for making policies.

MR. SCHNEIDER:

That's true.

KIRK M. CLOUTIER:

Now, the policy, with regard for example to the approval of the programs that we discussed a few minutes ago, this document here is a document which is a document which was authorized by the Board of Trustees. The Procedural handbook, which I believe was also one of the documents here was prepared by the Personnel Committee of the Board, but it was adopted by the Board of Trustees as another example of the Board exercising its policy determining function.

CHARLES A. BRONKERS:

The minutes I assume are available at which time this took place?

MR. MCNAUL:

Certainly the minutes are available.

CHARLES A. BRONKERS:

They would indicate that the By-laws were approved and so on?

September 9, 1966

DEAN BRECKENRIDGE:

I certainly assume so, Councilman and we will make them available.

MR. BREKOFF:

Will you make a note of it, Geyton, thank you.

C. R. GEYTON:

Dean Breckinridge, there is also in that group of documents a large chart, which is the structure of the United Community Corporation.

DEAN BRECKENRIDGE:

It is more than the structure of the United Community Corporation, I hope.

MR. BREKOFF:

It is supposedly the line.....

C. R. GEYTON:

The structure, Mr. Breckinoff, this committee I referred to in my original statement, set up by the Mayor to bring, to get a coordinating committee, I believe Mr. Shanno is the chairman of that committee and it meets bi-weekly. This is one of the Mayor's commission on community progress. I have attended several sessions of those meetings, but ordinarily the Executive Director or the Associate Executive Director attends on behalf of the Corporation but this were was set up to try to give a picture of all of the work in the City which is part of the war against poverty. As I indicated in my initial statement, everything isn't under the United Community Corporation, there are many other agencies in the City that are engaging in this and this was done to show they work together.

C. R. GEYTON:

Therefore, this includes more than the United Community Corporation.

MR. BREKOFF:

Yes.

MR. BREKOFF:

That is what we wanted to establish.

DEAN BRECKENRIDGE:

You take for example, the Board of Education, here is listed all of the things it is doing which we feel are part of the full effort in Newark. In other words, if someone was coming in Newark from outside and you wanted to show them quickly in the City in this whole war against poverty, what was being done, this document would be helpful.

MR. BREKOFF:

I am finished questioning this witness, are there any more questions?

September 9, 1965

MR. HENRY HECKEL:

Dear Heckel, would you please make available to us, the personnel sheets, the original applications of all the people employed by the United Community Corporation?

MR. HENRY HECKEL:

Certainly.

COUNCILMAN BERNSTEIN:

I noticed in the book here, it just states the name, the City, etc. and the classification and the salary. Would you please make that available.

MR. HENRY HECKEL:

Again, if you will just list that with the other things.

COUNCILMAN BERNSTEIN:

If a program went through the normal procedure and was in the end result rejected by the United Community Corporation would that group, submitting the program have any other way of going about trying to secure funding and approval of such a program?

MR. HENRY HECKEL:

You are now asking me a question, Councilman Bernstein, I will give you an answer to the best of my ability. This is a complicated job we are dealing with and I am learning more about it every day. I think there are certain kinds of programs that could get to Washington without the approval of the United Community Corporation, but I may add, I think that getting the United Community Corporation's approval would expedite and perhaps would assure the approval of the program in Washington.

MR. HENRY HECKEL:

Would that answer include any citizens or groups?

MR. HENRY HECKEL:

Title two of the Economic Opportunity Act which is the title dealing with the Community Action Corporation of the United Community Corporation. Title two, the philosophy of it is that Washington wants programs to come from a given City in some kind of a coordinated fashion and if we are going to have in the City for example a program dealing with Senior Citizens, take that for example, Washington would prefer under Title two of that act that Newark act with one voice with regard to Senior Citizens programs, and that is really the function of the corporation to try to bring together in a coordinated way all the proposals. Now, you are asking a specific group in the City had a proposal, let's say again, involving Senior Citizens, which wasn't approved by the United Community Program, is that the end of it? I honestly

September 9, 1963

can't answer that question. I believe certainly, the philosophy of the act is that there ought to be a coordinated program, but I am not 100% sure whether there is a way of appeal from a United Community Corporation decision.

CHAIRMAN ADDONIZIO:

Dean, what media was used to advertise to make the people available, that there were jobs on the executive level with the United Community Corporation in Newark?

DEAN FRENCH:

The best one to answer that question and I would like to, since you are going to have another hearing on this matter, the best person is the Chairman of the Personnel Committee. You would get your best answer from him. I am not that familiar with it.

MR. LOVE:

Mr. Racial, I would like to know by you being a resident of Newark 14 years, do you think that we have here any qualified negro to hold the position that Mr. Tyson holds?

DEAN FRENCH:

No. May I explain that answer Councilman?

CHAIRMAN ADDONIZIO:

Yes, you may.

Now, I realize that there are many emotional issues involved and I know that you should be entitled to express your emotions, but remember that the members of the committee and those that are testifying are working under trying conditions, so that although we want to hear you express yourself, please be as subdued as possible.

DEAN FRENCH:

My answer was pretty abrupt, no, because that is the way I feel. The job that Mr. Tyson holds is one of the most difficult, challenging jobs that any man can hold. I don't know myself qualified for that job. In our society today, the men who are performing this job in the different cities of our country are performing the greatest service our citizens can perform and I think it requires the highest qualifications.

MR. LOVE:

I would like to know and do you know, do you think there are any qualified men to hold an executive position on the staff here in Newark?

DEAN FRENCH:

Oh, I would hope so. In other words if you are talking about executive jobs on the staff, other than that of the Executive Director, I believe again this question should be directed to Mr. Chambers. I understand that a very great effort

September 9, 1963

was made in filling all of the executive staff positions, which must be, I am now talking about everything except the Executive Director, to get qualified people, as I stated in my statement, from Newark or any other place, but again I would like to emphasize being a resident of Newark, in my opinion, was by no means an important qualification for these jobs. There is a mis-understanding Councilman, here, we are not trying to solve the unemployment problem in Newark by appointing Newark people to executive offices. I might say this, that in an analogy at our State University Law School, we are trying to build a great Law School. I can't say I will hire first people from New Jersey who are New Jersey lawyers. We must get the best men on that faculty from all over the country for that purpose.

COUNCILMAN ADDONIZIO:

Dean, the record will show that those of us on the City Council are very well aware and we have participated in the growth of Rutgers University in Newark through our Urban Renewal, so that there is no question about that at all.

DEAN WERNER:

We appreciate that very much.

COUNCILMAN BERNSTEIN:

Along that way, don't you think it would help the unemployment situation in Newark if we were able to find and utilize the qualified people that live in this City that are paying the high taxes in this City?

DEAN WERNER:

I think, Councilman Bernstein, that you and I probably disagree on a personnel matter. I would make a distinction between executive positions and the many positions that are going to be created by the programs. Now, for example, the Pre-School Council program, the Operation Head-Start Program. When we get into our legal services program, all of these programs help where there will be involvement of the people in our community.

COUNCILMAN ADDONIZIO:

You mentioned the Pre-School Program, are you aware of any trustees from that program that have resigned the program and are now on the payroll of the Pre-School?

DEAN WERNER:

I believe that there are one or two such persons, yes.

COUNCILMAN ADDONIZIO:

I have a list of approximately 9 that formerly were trustees with the Pre-School and now hold positions.

September 9, 1965

DEAN LEONARD:

I don't find that an objectional thing.

CHAIRMAN ADDONIZIO:

It seems to me that people who helped organize a program as trustees, should not, let us say, organize these things so that they can acquire a position. Now, one job which is very nice, Field Coordinator, Pre-School Program, at \$10,000.00, which is a very nice position. Those are the incorporators of the program. Don't you think basically there is a conflict of interest between those that incorporate a program and then resign the program to take positions within the same program they created?

DEAN LEONARD:

You and I know that for years, that it has been the common practice of the American political life.

CHAIRMAN ADDONIZIO:

I didn't ask you that.

DEAN LEONARD:

I don't find it a basically objectional thing whether it is on the State Legislature, Congressional levels, on all levels, so as a matter of general policy I don't find that to be obnoxious to me.

Now, I would point out secondly, that you see, this war against poverty doesn't follow any of the ordinary rules. If we are going to fight a poverty using the rules of the game that I grew up under, we will never win the war. We are following entirely new procedures. Now, for example if we are going down to the grass roots and say to the poor themselves in a given section, come up and help us devise programs. We don't tell that to the professionals, they have been here for a long time and thank God for them, but the philosophy of the act isn't just to say to the professionals, design a program, but to people who never had a chance before to help in the devising of programs, well they are naturally going to be on initial boards of trustees. They are going to be part of the organizers.

CHAIRMAN ADDONIZIO:

Would you say that in your opinion, that there is no conflict of interest between a member of the Executive Board of the United Community Corporation or possibly having somebody from the Personnel Staff quit their positions and hired by the United Community Corporation?

DR. J. H. BROWN:

I would say this. Let's get it clear what we are talking about. I would

September 9, 1965

I would assume that someone who was on the Board of Trustees of the United Community Corporation or the board running one of the programs, once that person becomes a paid individual, he should leave that board. I would say simultaneously holding the two positions would be wrong. I don't see anything wrong myself in someone who initially is on the board and then moves in to a paid position.

COUNCILMAN BERNSTEIN:

Do you think that a person serving as a trustee would then have an advantage of obtaining employment over what I would term an ordinary citizen?

DEAN WOOD:

I don't think so, Councilman Bernstein, but then if the reason if the advantage comes from the fact that that person had the imagination and the initiative to formulate that program, well then, more power to them.

COUNCILMAN BERNSTEIN:

You referred to, and before I go on to that, I just want to mention that when I referred to the United Community Corporation staff, I had in mind other than the top paying jobs, I see here, a secretary-stenographer that lives in West Orange getting \$4,500.00 a year and I seriously question whether there were no private Newark residents available to take this job, particularly as I understand it, to my knowledge, that \$4,500.00 a year for a secretary-stenographer, particularly as a starting salary is rather good and I think it is somewhat higher than what we pay our City employees, unless I am mistaken; but to go beyond that, you mentioned the Pre-School Council and the Pre-School Program and I don't want to go into it in too much detail in this session because we are going to ask some of the board members and the staff to appear at the next meeting, but since you mentioned there would be positions available under that for Newark residents, it would seem that the citizens of Newark are getting a 50% average in this case, but certainly it would seem to me that we could have a little better betting average for the citizens of Newark, but to go on to the leaders and as I understand it, they are teachers and as I also understand that there are a number of teachers here tonight, who reside in Newark and who will be called on later and weren't successful in getting into the program. There are, as I see it, and somebody can count for me, a person living in Irvington, Orange, East Orange, Ridgewood and Port Jervis, New York, Elizabeth, New Jersey and Orange, out of 20 positions at the present time. This is disturbing to me particularly as an individual who has had many people come to be who are not able to seek teaching positions and who live and pay these so called high taxes in the City of Newark. Now to go on one step and perhaps two steps further, there are unit supervisors and there

September 9, 1965

are 10 positions. I notice and I am not saying these people aren't qualified, what I am saying is and have we exhausted every effort to get Newark people. A person who lives in East Orange, Cedar Grove, Bloomfield, Scotch Plains, Belleville and Hillburn out of a total of 10 positions at the present time, and to go one step further in the leaders and training and these people only receive a salary of \$1.50, we have people employed who live in Newark, Union, East Orange, Albany, New York, and this will be a commuting problem, Irvington, East Orange and Nutley and of course, again, this is a concern with me and perhaps as an elected official and perhaps I have more people coming to me who are seeking employment when they fail in other directions and I have to go out in private industry and I guess every other elected official and appointed official will do and our program which is aimed at helping the people by reaching the needs and also to try and utilize the local people even though they may, so to speak, not be technically trained but may have the ability to be trained or learn and here we have gone out of town on a job with a range which is as low as \$1.50 an hour. Now, to me, this just doesn't seem right, that we have exhausted every means to seek out and find Newark people.

DEAN EDDY:

Let me again say, Councilman Bernstein, I would like to have you ask the Personnel Committee that question and have them answer it for the Corporation.

COUNCILMAN EMMETT:

I will, but since you mentioned the Pre-School Program, I brought it up.

DEAN HORNBLER:

They can answer it, I can't, I can't have all of that in my mind.

COUNCILMAN ADDONIZIO:

Dean, the 9 area boards that are projected have a neighborhood organization of approximately 25 employees for each area board. At the end of three years, when the total grant revolves to a 50-50 contribution, how will the salaries of the area board members be paid at that time?

DEAN EDDY:

In the first place, Councilman Addonizio, I don't think it will ever revert to that point.

COUNCILMAN ADDONIZIO:

Let's assume it does. I may agree with you that once this type of welfare or social program is started in Washington, the Congressmen are very reluctant to cut it back, but in case it does, what is being set up to not curtail the program at that time?

September 9, 1965

DEAN HECKEL:

A program of trying to convince you gentlemen, the City of Newark must pay that part because the local community will have to pay.

CHAIRMAN ADDONIZIO:

Yes, and I agree with you Dean and I would like the record to show that if the Federal Government, if at the end of three years reduces its share to 50-50, it will be the responsibility of Newark to pay their share and I say this because I am not quite fully satisfied that all the people, the taxpayers and the rent payers in the City know this and I say that they should become aware because they are going to ultimately pay for it.

DEAN HECKEL:

May I just say that I am not worried about it.

CHAIRMAN ADDONIZIO:

I agree, but on the other hand, knowing the foreign problems as they exist there may be pressure put on Congress that is unforeseen today, but may be forced to the elected officials. They will have to put these items in the budget and they will be considerable amounts and other areas will be followed through in future hearings.

DEAN HECKEL:

You see, the Federal Government will have to realize that in some of the greater cities, like Newark, Los Angeles and other cities that have terrible pockets of poverty, it is more important to end these pockets of poverty than to send troops abroad.

CHAIRMAN ADDONIZIO:

I certainly respect your right to your opinion, however, I may share other views of our national situation. Are there any other questions of Dean Heckel?

COUNCILMAN ERNSTHEIM:

If it need be, I don't like to wave the flag, I would rather send troops overseas now to defend the rights of this country than to have enemy troops over here.

CHAIRMAN ADDONIZIO:

I think we will confine the hearing to problems in Newark, of which we have a multitude.

MR. HECKEL:

I refer to your prepared statement as President of the Corporation, on page one you say that the Corporation's Governing Body which is the Trustees, includes the Mayor and some of the Councilmen, is that correct?

September 9, 1965

DEAN HECKEL:

That is correct. Under the By-laws, Mr. Ryan, the Mayor and two of the Councilmen are ex-officio members of the Corporation's board at the present time.

MR. EDAY:

Now, you also say on page three that looking back you discover there is still some inadequacies and perhaps there should be a wider range of communication in governmental representatives.

DEAN HECKEL:

Right.

MR. EDAY:

To help in dealing with Anti-Poverty Programs.

DEAN HECKEL:

And we have a By-Laws Committee that is now working on this problem.

MR. EDAY:

Is it the intention of the Executive Board to increase the representation?

DEAN HECKEL:

The membership will have to decide this. It is our intention as an Executive Board that through the By-Laws Committee the membership will be offered a proposal which will broaden the board.

MR. EDAY:

Do you know if the Executive Director approves of such a program?

DEAN HECKEL:

He does.

MR. EDAY:

You say that while the retic of the poor representation has improved, there must be an effort to add more poor. You are still not satisfied with their share of representation?

DEAN HECKEL:

That's right. It is a problem throughout the country. This is such a new thing. How do you involve the poor? We don't have the normal procedures for identifying the representation. We are struggling to find it.

MR. EDAY:

Your answer is it is the intention to increase such representation?

DEAN HECKEL:

That's right.

MR. EDAY:

Now, this corporation has been identified, I guess, as the umbrella type of

September 9, 1955

corporation that sometimes is referred to by the congress as kind of an umbrella structure, in that it includes most of the Anti-Poverty Programs within the community.

DEAN HEDGES:

That is true.

Mrs. STANTON:

Do you feel that independent groups that may have some professional skills have been ignored up to this point in any way?

DEAN HEDGES:

Not to my knowledge. There are two areas that we feel need expansion. The representation of the poor which we are translating to the area board and the greater representation from areas of the City Government which have a vital connection.

Mrs. STANTON:

The poor and the Administration of the Government.

Now, has the poor, to your knowledge, initiated any programs on their own behalf?

DEAN HEDGES:

Yes, in my judgment, the Pre-School Council and the Elmer Program, represent the highest weight of the whole set, which is the kind of program that the Federal Government hopes will be brought out.

Mrs. STANTON:

Has the poor been included in the planning with the Executive Director?

DEAN HEDGES:

I believe much of the work was done by the Board themselves.

Mrs. STANTON:

You were satisfied with this?

COUNCILMAN ADDONTEY:

Do we have a definition for the record of poor?

COUNCILMAN ADDONTEY:

Dean, I am assuming you could give us a definition.

DEAN FISKE:

I would say that I identify it more with geographical area. There is a feeling, I believe, that a person is poor who makes less than \$3,000.00 a year if he is an individual and an additional thousand for each member of the family. My own thinking is in terms of poverty areas and that is what I would call, what we should emphasize in getting leadership in the pockets of poverty rather than talk about the individual income of an individual person.

September 9, 1965

MR. COHEN:

Would it be fair to say that people who have the necessity to improve their condition might be the poor?

DEAN MARCHETTI:

I would say that that would be the good will of our people. This is the great aspiration of man, to improve his position.

MR. COHEN:

Don't you think it is difficult to limit the poor to geographical areas in a type of city such as Newark, that it might be possible that there are poor in such sections, if you will, as Wailburg, North Newark or the East Ward?

DEAN MARCHETTI:

I am sure there are poor in all sections, perhaps even in Llewellyn Park. I am only here 14 years in Newark, and I am a relatively new-comer, but I know enough about this City to know that there are terrible areas of poverty.

MR. COHEN:

As the President of the Corporation, would you say there is a capability and a willingness of the poor to improve their condition?

DEAN MARCHETTI:

May I say this, in all sincerity, that all the hours I have spent myself, personally, in this work is more than gratified by seeing the tremendously wonderful leadership that is coming from people who never had a chance to lead before.

MR. COHEN:

Dean, the reason I asked that was so there should not be any distrust on the part of the local people, if you went to call them the poverty group themselves, who may feel that there is a possibility that they may not be included in this program. I take it from what you said that it is the intention of the United Community Corporation to include these people who might lack expertise so that their ideas will be incorporated and recognized.

DEAN MARCHETTI:

Absolutely

MR. COHEN:

Would groups and individuals who have a program have the services made available to them? That is what I was trying to say. Now, do you feel that the salaries of the staff from the Executive Director down, Executive to the Staff are excessively high, unreasonable or unrealistic?

DEAN MARCHETTI:

I do not. I am entirely satisfied.

September 9, 1965

MR. HICKS:

Denn Heckel, you already stated your position on Executive Director. I would like to know is there any list, of all the other positions that are available, posted any place?

DEAN HECKEL:

Again, if this question can go to our personnel man, again, I am not trying to avoid it, but I just don't know the answer to that question and certainly we are willing to furnish all those answers and may I say Councilmen, how much I appreciate this opportunity for the Corporation, through me and others, to come here because we can only succeed if we work hand in hand with the Council. We are aware of that and I am sure that the Council is aware of it. Therefore, I welcome this kind of honest exploration.

MR. HICKS:

Dean, may I ask you a question, if you recall as to how much has been funded so far to the Poverty Program in Newark, by the Federal Government?

DEAN HECKEL:

I can't answer that. It is a matter of record.

CHAIRMAN ANDERSON:

Approximately \$9,000,000.00.

MR. BOAK:

Do you have any idea Dean, as a Member and President of the Corporation that establishes and sets policy, how much the community might expect from the Federal Government within the next calendar year, in addition to the say the \$9,000,000.00, if that is the figure?

MR. HICKS:

I can't give you that figure.

MR. BOAK:

Again, I would assume that Mr. Tyson could give you that information.

COUNCILMAN BERNSTEIN:

Will the area boards be set up strictly in poverty areas?

MR. HICKS:

As I understand it, Councilman Bernstein, they are being set up in the most crucial areas and the criterion is the degree of the poverty need.

MR. HICKS:

Do you know the borderlines of the proposed board in the Weequahic section?

MR. HICKS:

No, I don't.

September 9, 1965

CHAIRMAN ADDONIZIO:

We have that on record.

COUNCILMAN J. BLUMSTEIN:

It is my understanding that the Area Board No. 3 went up in Custer Avenue and Meeker Avenue, and I was wondering whether the fact that that area board is proposed for the Weehawken area and assuming it is from Custer Avenue to the Killoids line, this is considered by the United Community Corporation as a poverty stricken area.

DEAN EDWIN:

I am sorry, but I can't answer that question.

MR. DEAN:

Again, referring to the prepared statement, Dean, it is on page four that in spite of a concentrated effort we have not as yet found enough local talent for all staff positions, am I to take from this statement that it is the intention of the Corporation to continue to look for local talent to fill these positions?

DEAN EDWIN:

It is our intention certainly to do this.

MR. TOBIN:

As they become available, and that local residents of Newark may contact the appropriate persons?

DEAN EDWIN:

Absolutely, the Personnel Director.

CHAIRMAN ADDONIZIO:

Thank you very much for your patience, Dean.

We have citizens who have contacted the committee indicating their willingness to participate in this hearing and at this time, I call, if she is present, Mrs. Lucy Snowden, is she in the audience? Will she please come forward?

Mrs. Snowden, will you please state your name and address for the record.

MRS. SNOWDEN:

Mrs. Lucy Snowden, 896 - 18th Avenue, Newark, New Jersey.

I came here because I have been trying to get a loan from the Small Business Administration for the last 8 months and after going through a lot of running around, they sent me an accountant and I had to fill out papers and they charged me \$150.00 to make these papers out, that the Small Business Loan sent to me.

CHAIRMAN ADDONIZIO:

Let me ask you this: The Small Business Loan, to which you applied, sent an accountant to your home and the accountant wanted \$150.00. Did you fill those

September 9, 1965

papers out?

MRS. SHOWNEN:

They sent out a financial statement. I have a small restaurant and I work there myself. I wash dishes, I wait on people, cook, everything by myself. The overhead is quite big and in fact, only about three months ago, I fell down and got hurt and I was closed for six weeks. So, of course, it kept me back on everything. I didn't have any money and I was trying to get that loan so that I could start a delivery so that I could hire someone. That was the reason for it and they refused me after going through getting the bank rejection and what not, and Mr. Lynch is the one who told me to go to the United Community Corporation and I went there about a month ago. After I started arguing because why would they loan me the money and he told me to go to see Mr. Tyson. I went over there and the secretary told me that he was busy and he couldn't see me. After waiting about three weeks I went again, three weeks, and she told me they were expecting money in from the Government in the month of October. So, in the meantime, I can't wait. I am over four months late and my landlord is ready to take all my equipment and I won't have any business. I am 59 years old, so what am I going to do? I'll have to go on relief, what else is there?

COUNCILMAN BERGSTROM:

Who did you speak to, the Secretary?

MRS. SHOWNEN:

Yes, the secretary. The first time I spoke to her, I told her about how I didn't get the loan and got the run-around and again from Mr. Lynch and she told me she didn't know anything about Newark, I live in East Orange.

COUNCILMAN BERGSTROM:

Do you know her name?

MRS. SHOWNEN:

I think it is Mrs. Leavy.

CHAIRMAN ABRONZINI:

Mrs. Leavy.

MRS. SHOWNEN:

Yes.

COUNCILMAN CHRISTIE:

Is she the secretary that you talked to?

MRS. SHOWNEN:

She was the only one in the front desk. She was the only one you had a chance to talk to.

September 9, 1965

CHAIRMAN ANDONIEKIO:

And she said to you, I don't know anything about Newark, because I live in East Orange?

MRS. BROWNE:

Yes. So, last week when I went there and I asked again, that's how I know her name, because I asked for her name, because she told me that I was to see Mr. Wendell in a month or so. So, I didn't get any results whatsoever from them.

CHAIRMAN ANDONIEKIO:

I think the committee should sit down with you and properly try to discuss your problem and ascertain any papers you may have filed so that we will at least have the full story.

MRS. BROWNE:

I have everything.

CHAIRMAN ANDONIEKIO:

We will notify you and we will sit down with you to try and help you.

MRS. BROWNE:

I went to the Newark News because there was a fraud because there was a fraud, because they denied that I .....

CHAIRMAN ANDONIEKIO:

When you say they, who are they?

MRS. BROWNE:

In the Small Business Loan, they denied that they sent me an accountant, that I had to give up my own accountant and I had to sign a paper and I have it right with me that I was to give him \$150.00 if I got the \$5,000.00 from the company. Now I got a big run-around right from the beginning.

CHAIRMAN ANDONIEKIO:

I am not an attorney and I don't profess to give you legal advice and I would profess to you that when you come before this type of a body and mention fraud, I would say to you, I would direct you to the Prosecutor's Office so that they can investigate it.

MRS. BROWNE:

I want to see Mr., Congressman Minish and they gave him a rejection, like they gave me. Yesterday I saw Mr. Rodino and he spoke to somebody over there and they said they were expecting money in a month or so. Now, that is just the run-around. The landlord doesn't want to wait a month. Public Service doesn't want to wait a month.

September 9, 1965

CHAIRMAN ADDONIZIO:

Called for the following citizens, who requested to be heard at this hearing, but who were not present in the audience: Mr. Jack Friend, Mr. Samuel Bechis and Mrs. Leola Mae Hooks.

Chairman Addonizio then called for Mr. Earl Harris to come up and be heard.

Chairman Addonizio requested Mr. Harris to state his name and address for the record, although many of us present are acquainted with him personally.

MR. HARRIS:

My name is Earl Harris, 362 Badger Avenue, Newark, New Jersey, in the heart of the poverty stricken area in Newark.

I would just like to say, Mr. Chairman and members of the committee that I had the pleasure of meeting Mr. Tyson about four or five months before he came to Newark and that I was immensely impressed with him. I don't think that you could find a greater individual, a more talented person in this country, and for the record, I might say that I think very honestly that the Council should go on record as doing whatever possible to back this program because the intent of helping the poor people is ultimately what is in our minds. Secondly, as far as his assistant, Mr. Wendell and the others, what they are going to do is to create positions for the poor impoverished people. The talent was needed originally to set up the structure and this was done. Let's go forward here and notwithstanding the things you are thinking, that we are interested in helping the poor people and this should be first, last and always. Thank you.

CHAIRMAN ADDONIZIO:

You are also a Freeholder of Essex County, are you not?

MR. HARRIS:

That is correct.

CHAIRMAN ADDONIZIO:

And in that capacity you have voted for a Poverty Program for Essex County?

MR. HARRIS:

I most certainly have and may I elaborate one step further. In regard to that Poverty Program, I voted for the involvement of the poor, impoverished people against a great amount of individuals in that program, too.

CHAIRMAN ADDONIZIO:

Who is your Executive Director of the Program?

MR. HARRIS:

Mr. Lordi.

September 9, 1965

CHAIRMAN ADDONIZIO:

Do you say that he is doing a fair and good job?

MR. HARRIS:

No, I don't think so. If I had the votes, he wouldn't be there.

CHAIRMAN ADDONIZIO:

We understand that you are a Republican minority.

MR. HARRIS:

I am a Republican minority. I was born a Republican minority. I love being a Republican minority.

COUNCILMAN RECHSTEINER:

What is your feeling, Mr. Harris, to hiring Newark residents. You have heard me mention a good number of positions that have gone to out of town people and no doubt in your political career, as a Freeholder, you have had a good many people come to you seeking employment. What is your feeling as to the hiring of Newark residents?

MR. HARRIS:

I think that Dean Hackel stated quite adequately the extent of Mr. Tyson's qualifications and he answered Mr. Love's question when he stated that, in his opinion, there wasn't a person in the City of Newark as qualified as Mr. Tyson to hold that job, so therefore, Mr. Bernstein, in answer to your question let me say this: With the talent that has been corralled, that in setting up the structure and the function of this program, that there will be many jobs created because of this talent and the Newarkers will benefit, the poor, impoverished people.

COUNCILMAN RECHSTEINER:

What is your opinion as to the executive jobs under Mr. Tyson? Do you feel that there are qualified negro citizens in the City of Newark that are capable of holding these positions? Do you feel that we have explored every nook and corner in the City of Newark?

MR. HARRIS:

When you say we?

COUNCILMAN RECHSTEINER:

We, meaning the United Community Corporation.

MR. HARRIS:

Well, you asked me whether they have explored, I would assume that they did explore every avenue looking for talent.

September 9, 1965

COUNCILMAN BERNSTEIN:

Do you know off-hand, what people are qualified to hold any of the jobs on the United Community Corporation, under the Director, down to the secretary-stenographer that I mentioned, living in the City of Newark?

MR. HARRIS:

You asked me about the executive positions, is that correct?

COUNCILMAN BERNSTEIN:

On the United Community Corporation, starting with the executive positions under Mr. Tyson and going all the way down to the secretary-stenographer that is getting \$4,500.00 a year and lives in East Orange.

MR. HARRIS:

Let me say this, Councilman Bernstein, that the choice of hiring is theirs. I am not going to attempt to and I don't think anyone else should attempt to put politics into this operation.

COUNCILMAN ADDONITO:

I would also like the record to show that Mr. Harris is a candidate for re-election as a Freeholder.

MR. HARRIS:

Mr. Chairman, for your information, I am not a candidate for Freeholder, I do have a year and a half to go and by "jimmy crickets" my voice will be heard as a citizen. I am not a candidate for re-election. I would also like to say this, that you will be a candidate next May.

COUNCILMAN BERNSTEIN:

Mr. Chairman, so that the record is clear, I whole-heartedly endorse Mr. Harris next year.

Mr. Harris mentioned about politics and I think the Dean mentioned something about politics, when we were discussing some of the people in the program hiring people who were related to them and he stated he didn't think that it didn't mean very much to him or anything wrong with politics in that level, so I don't see anything wrong with politics at the elected official level as long as he is trying to help put to work Newark citizens. Now, again, I ask you the question, do you believe that there are no qualified negro citizens, or citizens in Newark that could hold any of these positions under the Executive Director down to the Clark Stenographer?

MR. HARRIS:

That is a very loaded question. However, I am prepared to answer it. Let

September 9, 1965

we say this: Yes there are an immense number of qualified people in the City of Newark of all races, creeds and colors, but I am not the person, although I didn't have anything to do with the hiring and I still say that I would go on record as backing Mr. Tyson, Mr. Wendell and all of the administrative personnel of the United Community Corporation.

CHAIRMAN ARDONIZIO:

Earl, to your knowledge, do you know of any politicians who hold any of these Anti-Poverty positions?

MR. HARRIS:

Not to my knowledge.

COUNCILMAN BERNSTEIN:

To your knowledge, do you know of any politicians serving on the Board of Trustees on the United Community Corporation?

MR. HARRIS:

I think you have one person in mind. I think you are referring to George Richardson and he told me he resigned when he became a candidate.

COUNCILMAN BERNSTEIN:

Let's eliminate Mr. Richardson and Mrs. Hildago. To your knowledge, do you know of any politician on the Board of Trustees?

MR. HARRIS:

Very honestly, I think every citizen should participate in politics. I think they should have a voice in government, because when certain politicians begin to do unscrupulous things, then the citizens should become aroused and go to the polls.

COUNCILMAN BERNSTEIN:

Would you repeat that please?

MR. HARRIS:

I said definitely that they should participate to the extent of voting, making their voice heard and become active, because you can't eliminate politics in government. It can't be eliminated. People expressing themselves. Whether you want to know if there is any political office holders involved in the United Community Corporation, not to my knowledge. It was my understanding you had an elected official, Mr. Richardson, as a member of the Board of Trustees and he voluntarily resigned or submitted a temporary resignation while he was a candidate for office this term.

CHAIRMAN ARDONIZIO:

I understand that the Board of Trustees have granted him a leave of absence.

September 9, 1965

MR. HARRIS:

Therefore, there is no official, nobody actively engaged and running for office on the Board of Trustees to the best of my knowledge.

MR. BLACK:

Mr. Harris, my good friend, Mr. Harris, I have a lot of respect and admiration for him, because I was one of his campaign workers, I just want to say for the record and I have a lot of respect for your opinion. In your opinion, do you think that the United Community Corporation is doing the best job that anybody else can do?

MR. HARRIS:

I think they are doing the greatest job that can possibly be done.

MR. EGAN:

Mr. Harris, I think to conclude, that this, that we agree that this so-called massive assault on poverty is a new study in this country and that this idea even though it is in its infancy must periodically stand some adult evaluation and because no study can fulfill its intended reach without exposure to deserving and honest study and consideration of this Council Committee is doing and I think too, that the Committee of the Council should be edified and very grateful and give reference to the favorable opinion of the United Community Corporation as one of the cornerstones of our great society, particularly coming from the distinguished member of the Board of Freeholders.

MR. HARRIS:

Mr. Egan, I would just like to say that I certainly hope the Council will see fit to appropriate the matching funds which are so needed at this time.

CHAIRMAN ADDOMINICO:

Thank you very much, Mr. Harris.

Chairman Addomino called for Mrs. Catherine Sheffield who was not in the audience at this time.

The committee at this time takes the opportunity to thank those in the audience for their demonstrating their interest in this vital area and also for their good conduct. I would especially like to thank the members of the United Community Corporation that are present and have participated this evening and we will have a future hearing which will be advertised in the paper. At this time, I close this hearing. Thank you very much.

MR. EGAN:

The chair wanted to notify everybody interested in the program, interested in testifying, to notify the Chairman of the Committee, Councilman Frank Addomino,

*9/12*

September 9, 1965

here at City Hall. Anybody who wishes to give information or be called on to testify is more than welcome to do so now or in the future.

CHAIRMAN ADDONICKIO:

This meeting stands adjourned. Thank you very much.

This meeting adjourned at 10:40 P. M.

T